

**UNITED STATES ARMY SECURITY ASSISTANCE COMMAND
FY06 FEDERAL AGENCY EEO PROGRAM STATUS
REPORT (MD-715)**

BRIEF EXECUTIVE SUMMARY

I. Workforce. Overall, USASAC's workforce is very diverse and comparable to the national civilian labor force (CLF).

A. Strength: USASAC's overall workforce of 437 with 46.45% men and 53.54% women. Of those, Hispanic Males represented 1.6 %, 1.14% were Hispanic Females, 32.05% were White Males, 40.73% were White Females, 7.32% were Black Males, 6.86% were Black Females, 1.37% were Asian Males, 1.6% were Asian Females, 0.22% (American Indian/Alaskan Native) AI/AN Males, .45% AI/AN Females, 3.89% Two or more Males and 2.74% Two or more Females. Two or more category includes employees who have not identified their race or national origin.

B. Weakness: USASAC did not employ any Native Hawaiian/Other Pacific Islander (NH/PI) employees. Workforce data revealed of Hispanics, White males, Asians, and Native Hawaiian or Other Pacific Islander below CLF participation USASAC is in the process of forming a barrier analysis team to review actions and plans to ensure all barriers are corrected so that USASAC's workforce is at least equal to the CLF.

II. Model EEO Program Self-assessment. USASAC met 104 of 121 (86%) of the EEOC's MD-715 measures and is on track to establishing a Model EEO Program.

A. Strength:

- a. Essential Element A – Demonstrated commitment from command leadership (84%)
- b. Essential Element B –Integration of EEO in the agency's strategic mission (97%)
- c. Essential Element D – Proactive prevention (80%)
- d. Essential Element F – Responsiveness and legal compliance (100%)

B. Weaknesses:

- a. Essential Element C - Management and program accountability (60%)
- b. Essential Element E – Efficiency (78%)

III. Action Plans.

A. USASAC is scheduling meetings with Human Resource, Legal, and Senior Management to participate on the barrier analysis team. Timetables are being formed to ensure this process. Bi-weekly meetings with the barrier analysis team to review personnel awards, promotion, employee development/training programs. Will report results/recommendations to senior management.

B. USASAC has made great strides starting in the 2nd Qtr of FY 06 to get their EEO program up and running. The command is committed to the prevention of discrimination and harassment.

Actions have been put into place to eliminate barriers to equal employment opportunity in the workplace. The use of Alternative Dispute Resolution has received full backing by senior management.

IV. Future Direction. USASAC is in the process of standing up its own EEO office. Policy letters have been signed and are in place for all employees to view. USASAC had not done trend and barrier analysis before so strides are being made to ensure this action is completed so that USASAC will have a better understanding of what corrections need to be made. USASAC is also on the BRAC list and will be moving to Huntsville, AL on or about 2008. This will open new avenues for a more diverse workforce.